



**Frederic W. Cook
Frederic W. Cook & Co., Inc.**

Fred is the founder and currently Chairman of Frederic W. Cook & Co., Inc. an independent consulting firm specializing in executive compensation issues. Prior to forming the firm in 1973, Fred was a Principal in Towers, Perrin, Forster & Crosby, a firm, which he joined in 1966 following four years of service as an infantry officer in the U.S. Marine Corps.

Frederic W. Cook & Co., Inc. has about 37 employees providing services from offices in New York, Chicago and Los Angeles. The firm has served about 1,500 clients in 31 years of existence, has earned a reputation for independence and resoluteness, and is held in high regard by boards of directors, CEOs, top HR and compensation professionals, and critics of executive compensation.

Fred is a 1962 graduate of Dartmouth College, an honorary lifetime member of the American Compensation Association and a recipient of its keystone award and a Fellow in the National Academy of Human Resources.